TEAMSTERS LOCAL
# 705 UPDATE
VOLUME 1 • NUMBER 2 • JANUARY, 1997

This year, each edition of The Local 705 Update will feature a special report on an issue of particular significance to Local 705 members.

Our January feature centers on organizing and how it affects every member on the job. Future issues will cover topics such as: how industry-wide craft meetings can improve membership rolls and salaries; political action and its effects on your job rights; and national Health & Welfare and Pension Fund changes that workers need to confront.

If there are other issues you would like to see featured in a special report, call Paul Waterhouse at (312) 738-2800, ext. 304.

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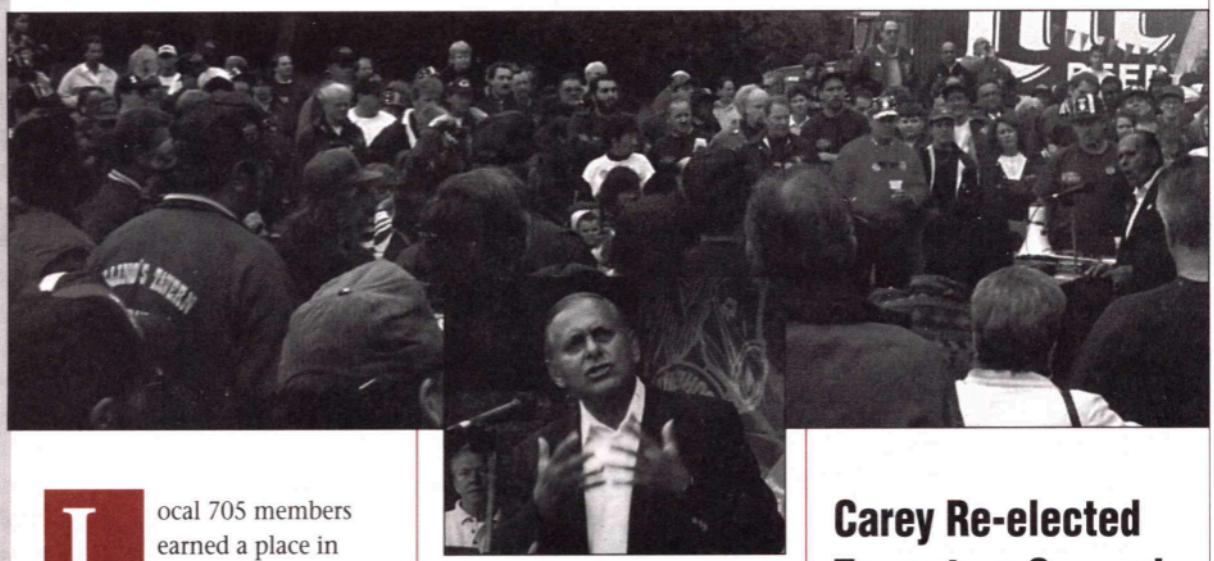
# Local 705 Casts Most Votes in Teamster Election



Local 705 members earned a place in Teamster history last month. Not only did they cast a majority of their ballots for Ron Carey (3,841 to 3,330), but they cast more ballots than any Teamster local in the 1.4 million-member Union.

"705 Teamsters have a new reason to call themselves the best Teamsters in the nation," Secretary-Treasurer Gerald Zero said. "The Teamsters truly is an international union, with members in America, Canada, Puerto Rico, Guam, American Samoa and Micronesia. The 7,171 votes that we cast were more than anywhere else in the Union. I'm proud that Local 705 set the standard in this election."

Secretary-Treasurer Zero also said he expects all Teamsters to pull together now that the hard-fought election is over. "Our December general membership meeting was held the day after Ron Carey declared victory. I was very pleased to see that the vast majority of 705 Teamsters, who had worked hard for both sides, approached the microphone during the Good and Welfare time to say that it was time to unify — time to put our differences behind us and march as one union. I expect Local 705 to lead the Teamsters in unity as well as voting strength."

## Carey Re-elected Teamsters General President

"We beat the mob. We beat corporate America, and we beat the old guard officials in our union." With those words Ron Carey declared victory Dec. 14 in the election for General President of the nation's largest trade union.

Thousands of rank-and-file Teamsters gave up countless hours of their own time to reaffirm their support for the reform movement begun by Carey five years ago. Calling those members "the real heroes of this election," Carey

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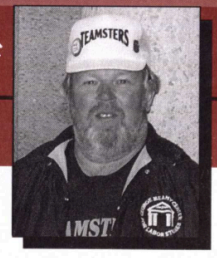
# Office of the Secretary-Treasurer




*Gerald Zero, Secretary-Treasurer*

As Teamsters Local 705 heads into the new year, I want to you to know that your union has made several New Year's resolutions, just as you as individuals have.

1. With the help of my fellow 705 officials and members who serve as trustees to the Health & Welfare and Pension Funds, I resolve to improve the quality and range of health care for all 705 members.

We know this is not an easy task. Turning around years of mismanagement and corruption has been a difficult and frustrating job. However, we have finally "stopped the bleeding" and can now turn our attention to improving the delivery of health care to the members.

We hope we will soon be able to improve services without being hamstrung by legal battles and lack of funds. Certainly, improving the billing system is a must, and double billing and the use of collection agencies must stop. As one who has gone through it myself, I understand why our members are angry with this process. We are committed to cleaning up the sloppiness that has been causing frustration for us all.

We also want to continue improving pensions for our members. Our Pension Fund already pays more than the Central States' Fund. But we hope the current growth in our Fund will allow us to do even better in the coming year. Of course, much of what we do is determined by our investment program. But the Fund grew last year and we're looking closely for improvements in the new year.

*We have finally "stopped the bleeding" and can now turn our attention to improving the delivery of health care to the members.*

2. We resolve to increase our organizing activities. The more we can add to the membership rolls, the harder it will be for management to play union off against non-union at the bargaining table. Organizing staff Frank Fosco and Paul DiGrazia have done a fine job, but they can't do it alone. Therefore, we will provide more training for our staff and, most importantly, for our rank-and-file volunteer organizers. Please read our special section on the crucial role of organizing in today's labor movement (pages 10 and 11). Local 705 used to be 20,000 members strong -- and with everyone's help, we can be again!

3. We will continue and increase our Craft meetings. Certain industries, like Liquor, Tank, Airfreight, Movers, UPS and major Freight, have special problems that require special programs to work them out. We will have more training for Craft members, led by our own staff, the International, universities and other organizations that have specialized knowledge about the issues we face. We want 705 members to be the best-informed, most-effective members in the Union. And we know our members will rise to that challenge.

4. We resolve to improve and strengthen our Teamsters Drive political action efforts. We are working with the Illinois Federation of Labor and the International Union to identify our members by congressional and state legislative districts. This will allow us to build phone trees and letter-writing campaigns so Teamster voices can be heard on important legislation. We also want 705 members to get more directly involved in the political process. In last fall's election, labor helped defeat many anti-worker, anti-union politicians and their plans. But we need your help to continue building the political muscle to force politicians to listen to workers' needs, not management's greed.

5. Finally, we will continue to negotiate good contracts, win grievances and do the day-to-day hard work that protects your wages, security and dignity on the job.

All of us -- elected members of the 705 Executive Board, stewards and members-at-large -- have much to be proud of these past couple of years. Our dedication and your active support will make us a better, stronger union. I look forward to keeping my New Year's resolutions.

*The way the Republicans are howling about labor's activity in the last election, you'd never know corporate America outspent labor by a 7-1 margin.*



## Brother Schubert Remembered

The start of a new year always brings reflections: on our successes and our personal milestones, but also, sadly, on the special people we've lost.

Weekly barn visits are part of my job. We have about 500 work sites in our local, and I try to visit one or two barns a week, because that's where you really hear what's on members' minds.

In late October, I made such a visit to the municipal garage in Forest Park. About 15 of our members were present that morning, and we had a good, lively discussion about the Union. It was, for the most part, a young group, and it was good to see them taking an active interest in the issues we face.

One member in particular, Bob Schubert, asked several questions and seemed to want to learn about the workings of the Union. His enthusiasm was one of the reasons I had a great time. That's why it was such a shock when I learned two weeks later that Bob had died on the job, just a few days short of his 45th birthday.

I stopped at Bob's wake on my way home from work that evening. I saw and spoke with several of his coworkers, who were clearly taking his death very hard. I hope I was able to give them some comfort at a difficult time. As I expressed my sympathies to Bob's wife, Deborah, I couldn't help but notice the picture next to Bob's casket, of Bob, his wife and their beautiful five-year-old daughter, Molly, in happier times.

When I left the funeral home, I thought of all of the problems of the day: our Teamsters general election, grievance problems, contract problems, and all of the other issues I had to confront. How insignificant they all seemed when compared to the loss suffered by Bob's family, friends and coworkers. I couldn't help but think about the fact that Bob would not be coming home to his family after a hard day's work in Forest Park.

Bob's family and friends lost a great guy and we all lost a damn good Teamster.

## Pension Benefit Improved

Active Pension Fund participants (and those who become active in the future) will now be vested after five years instead of 10 years as before.

Participants will retain an interest in the plan after completing five years of vesting service. Years of vesting are based on a minimum of 22 weeks of pension contributions in a calendar year of Fund participation.

If you have any questions about this change, call the Pension Department at (312) 738-2811, ext. 242.

## We've come a long way!

Local 705 has a lot to be proud of. We've accomplished a lot since members elected a reform leadership less than two years ago. Below are just a few of the changes we've made to protect your money and strengthen your union:

- No dues increase despite $1 per month per cap increase to the International.
- Erased $500,000-per-year losses, and got Local operating "in the black."
- Reversed old guard's annual $6 million losses in the Health and Welfare system, which under the new leadership made money last year.
- Cut salaries of Union representatives and officers, and tied all new raises to rank-and-file increases.
- Eliminated expensive parties, such as 1992's $32,000 Christmas party.
- Prohibited officers from receiving better pensions and health and welfare benefits than rank-and-file does.

Look for more reform accomplishments in future issues of the 705 Update.

## Stewards Award Established in Honor of Walter Trakys

We are proud to announce the creation of the Walter Trakys Stewards Award.

Walter Trakys represented the union movement at its best. Honesty and integrity were the bedrock of his approach, and he lived by a code we should all strive for: He never asked for anything in return for his services; he never stopped learning or passing on what he learned to others; and he always projected a positive image of the union he loved -- the Teamsters.

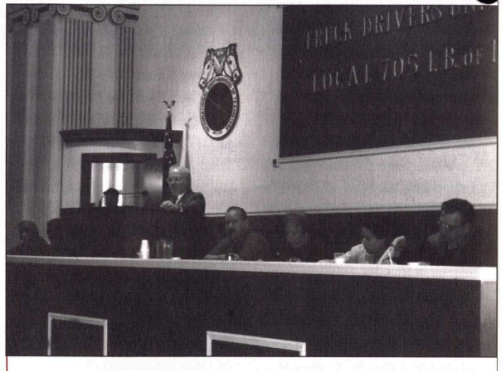
Wally believed that we all have a responsibility to lead by example. And he believed the Teamsters should set the example for the entire labor movement. He knew that his most important job was helping members. Those of us who were lucky enough to work with Wally will never forget the high standards and dedication he brought to his work as steward.

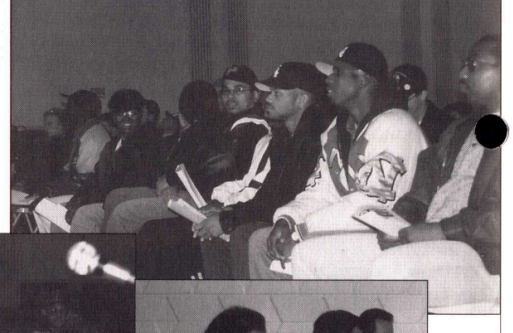
The Local 705 Executive Board, therefore, will seek each year to reward a steward who serves by those same principles. The recipient of this award will know that he or she has been held to the highest standards -- the standards set by Walter Trakys.

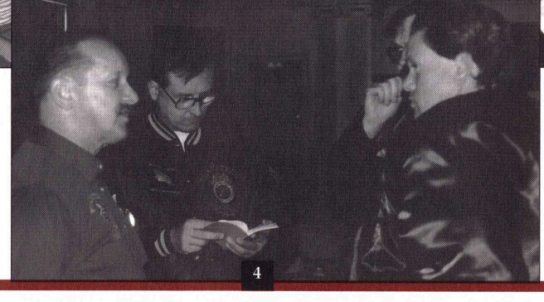
# Members Gear Up for Negotiations at Contract Prep Meetings

**Movers from Boyer-Rosene and Joyce Brothers** held their first meeting in October. Members from each company will pick rank-and-file bargaining committee representatives to sit at the table. The members also decided to form into a Moving Industry Craft structure to coordinate bargaining strategies throughout the industry. "Even though the companies claim they've dissolved their joint bargaining approach, we know their 'Smart Guys' committee still meets on a regular basis," said Beltman North American member and 705 Trustee Mike Thornton. "We're going to beat them at their own game."

**UPS drivers** held several meetings covering the major work categories: On Nov. 3 feeder drivers, package car drivers, part-timers/inside and other drivers met in separate sessions to present the health and safety, wage and benefit, and contract language changes that need to be addressed in next year's UPS negotiations. Member proposals are being collated and 705 Teamsters will meet again to rank them in order of importance, and to select rank-and-file representatives to the UPS bargaining committees. (See 705 President John McCormick's UPShot column on page 8 for more details.)







UPS drivers and movers from Boyer-Rosene and Joyce Brothers consider strategies and proposals for upcoming negotiations at contract prep meetings held this fall. 705 President John McCormick (top) kicked off the UPS meetings Nov. 3.



# NEGOTIATIONS *Updates*

**Chemcentral** - members ratified a four-year agreement with wage increases of $1.85 with full retroactivity to Nov. 1, 1994; full health & welfare and pension payments; two additional personal days (for a total of five); a $120 shoe allowance; and new language on arbitration, stewards and discipline.

**705 and M.S.A.S. Air Cargo** - signed their previously ratified contract, which adds five new members to the bargaining unit; wage increases of up to $4.35 per hour over the next six months for some part-time employees; and a new vacation benefit.

**Kankakee City** - Kankakee City members are still at the table.

**Kankakee County** - settled on Jan. 16. Details will be reported in the March 705 *Update*.

**Amerigas** - members ratified successor agreements for Cicero and Lansing work sites.

**City Haul** - nearing settlement; we hope it will be finalized by next issue.

**Domestic Linen** - no movement.

**D&L** - still negotiating.

**Mobil** - some good movement on language, but still apart on wages and grievance procedure language.

**Commercial Warehouse** - members ratified their first contract last November.

**Bulkmatic** - members rejected final offer and are awaiting date to resume talks.

**Transport Services** - membership ratified the agreement, which added arbitration and increases in mileage pay and hourly wages.

**Village of Oak Park** - management is expected to formally ratify the agreement at its Jan. 24 village board meeting. The agreement includes a 6 percent pay hike over two years, retroactive to January, 1996; improved and coordinated contract language; and monthly bidding on all job assignments. The contract also adds the sign shop to bargaining unit.

**Village of Bellwood** - in mediation.

**Thorn Creek Sanitary District** - expected to enter mediation.

**Norm Schilling Trucking** - established a grievance procedure and brought it, along with overtime and all other contract language, into compliance with the Joint Area Tank Truck Agreement.

705 Secretary-Treasurer Gerald Zero and members from M.S.A.S. Air Cargo celebrate after voting to ratify their new contract, which raised wages and added new members to the bargaining unit.

# Grievances & Arbitration

## 705 Reverses Eight Discharges at Central Cartage

Tenacity paid off big-time for eight drivers at Central Cartage last November, when Secretary-Treasurer Gerald Zero and Union Rep. Jesse Miranda dug in their heels to fight for those members' jobs.

The eight were charged with abuse-of-time violations and were facing a bleak holiday season when they walked into the 705 office with the news of their discharges.

Secretary-Treasurer Zero and Rep. Miranda listened as the eight told their story. They then mapped out the investigation strategy that ultimately won back the members' jobs.

During the investigation, the Union discovered a pattern of past practice on time-use; tracked previous employment performance; and interviewed witnesses prior to the MCLAC grievance board hearing.

On hearing day, 705's hours of testimony and negotiations convinced the Union-Management board. Late that afternoon, the eight members were reinstated -- and were back on the job in time to qualify for Thanksgiving holiday pay.

Secretary-Treasurer Zero said, "It's always important to protect our members' jobs, but these actions take on added importance as the holiday season approaches. We just would not allow our members and their families to pay that heavy a price as Christmas neared. I'm very happy for the men and this shows what a strong and dedicated union can do for its members."

## Grievance Targets Subcontracting at First Chicago

Local 705 movers won an important victory last month when First Chicago Corp. settled a grievance over subcontracting at its 300 S. Riverside facility.

Members at the facility noticed a furniture manufacturer's employees unloading and setting up deliveries at the work site. The members documented the violation so thoroughly and presented the facts so forcefully that the company settled the grievance without resorting to arbitration.

So remember: observe; take notes; grieve! The job you save may be your own!

## Settlement Nets Jobs, Security for Emery Employees

Local 705 led the charge in a recent grievance victory that will mean more job opportunities, more hours and greater job security for members who work for Emery Expedite!. The settlement could also help put the brakes on one of management's favorite anti-union practices.

Emery Expedite! was bypassing union workers by subcontracting work to other non-union companies. But this settlement requires Emery Expedite! work to be performed by 705 members under the terms and conditions of the Emery Worldwide contract.

The settlement is a major blow to corporations that set up new companies and then divert bargaining unit work to these non-union entities.

705 was one of only two locals in the country to file a grievance on this matter. We hope other locals will follow 705's lead and try to win greater job security for their members working at EWW by pursuing similar settlements. Also, the International Union now can pursue a nationwide agreement with Emery Worldwide based on this settlement.

Local 705 is proud to have taken the lead in a fight that won greater protection and opportunities for our members, and at the same time helped curb management's dishonest, anti-union tactics. We congratulate everyone who contributed to and participated in this grievance victory.

## Emery Steward Takes Scissors to Red Tape

Thumbs up! to Emery Worldwide Steward Denis Pinsonneault, who restored more than $15,000 in disability payments to two 705 members who had been shortchanged.

Both members suffered a major illness (and are still on long-term disability -- so get healthy guys!) several months ago, but never received their benefits. When Denis was informed of the problem, he worked with Emery management to unravel the complicated web of subsidiaries that provide employee benefits. When he discovered the right pressure point, he got out his "pruning shears" and started snipping away the red tape until he was able to recover all of the funds the members were entitled to. One member received nearly $11,000, the other more than $5,000.

Thanks to Denis for a job well done -- and best wishes to our members for a full recovery!



## Discharge Overturned

Union Rep. Tom Malden and Steward Mike Bender fought and won a battle to reduce a discharge to a three-day suspension at B.F.I. in December. The decision returned the 705 member to work at the earliest available shift, awarded him back pay retroactive to Nov. 4, and restored all health & welfare and pension payments owed.

## UPS Fried in Jurisdictional Beef

UPS took another major hit when an arbitrator ruled that the company illegally diverted Local 705 feeder work to over-the-road drivers from other locals.

UPS claimed that both its obligations to a supplier and the Teamster contract language allowed bypassing Local 705 members' "pull and spot" work from its Addison facility. The arbitrator, however, ruled that "The Labor Agreement... is clear and unambiguous; it must be enforced unless modified by the parties." The arbitrator also stated, "There are other ways in which the problem of timely arrival could be solved. The argument that [they] would be too expensive is merely speculative."

"This is an excellent decision," said Local 705 Attorney Tom Carpenter. "The arbitrator found in our favor right down the line. It's now clear that UPS can't divert our members' work to road drivers. This decision will protect 705 jobs."

## Labor Board Slams Berry Bearing for Illegal Intimidation

Local 705 won a significant victory when Region 13 of the NLRB issued a complaint against Berry Bearing for gross violations of the National Labor Relations Act.

The NLRB blocked a representation election after finding the company had intimidated, coerced and threatened employees' jobs in an attempt to prevent a free and fair election. The Board's next step will be to bring Berry Bearing officials before an Administrative Law Judge to obtain an order to stop the company from continuing its intimidating actions and make whole any employees who suffered from the company's actions.

Local Secretary-Treasurer Gerald Zero lauded the Board's action."Too often we've seen companies threaten workers' democratic rights when they try improve their working conditions," he said. "I'm glad to see that the Labor Board is taking action against Berry Bearing. Their actions are outrageous and have no place in a free country."

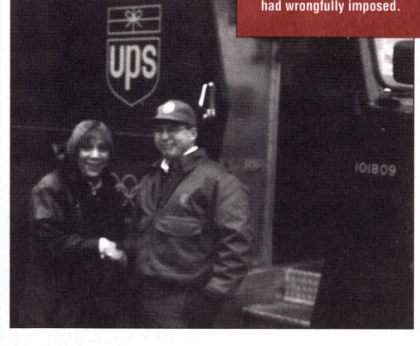
## Arbitrator Slam Dunks UPS in $10,000 Arbitration Case

"Slipshod... Peripheral... Inadequate." Those are a just a few of the words an arbitrator used in describing UPS's lame attempt to stick 705 member Tim Smith with a $10,000 penalty for a management screw-up.

Teamster Smith, following standard procedure, delivered what seemed a simple, small package to a man's janitor a few months ago after the recipient failed to answer his doorbell. Later, the recipient claimed that he never received the package, which contained an expensive watch. UPS management immediately began to backpedal, claiming that our fellow member ignored a warning that the package was valuable and was to be delivered directly into the customer's hands.

That's where the arbitrator comes in. In addition to describing the UPS investigation as "slipshod," the arbitrator noted that the supervisor who supposedly informed Smith that he was carrying a high-value package failed to appear at the arbitration hearing. That failure to appear, along with UPS's lack of evidence that Smith knew the parcel's value "speaks for itself," the arbitrator said, and "leads the arbitrator to question all the facts in the case."

Noting that Brother Smith has a good work record, the arbitrator took an unusual step: he ordered that his decision be entered into Smith's personnel file "so that, in the future, there is no question as to what happened and why."




705 Union Rep. Lorelei Anderson congratulates UPS driver Tim Smith on his arbitration victory, which erased a $10,000 fine the company had wrongfully imposed.

# UPShot

*John McCormick*
*President*

The Local 705-UPS contract proposal meetings were very fruitful. Several hundred members gave up their Sunday morning to offer their insights and input to the upcoming contract battle with UPS management. I was very pleased to see all classifications, buildings and departments represented at these important meetings.

Two issues rang clear across all three sessions: no cuts in members' health and welfare benefits; and higher pay for UPS part-timers. We will focus on ensuring that these two major issues are not merely addressed, but accomplished.

> *"At every work site I visit, members tell me, 'UPS can track their packages anywhere in the world at a moment's notice, but they can't figure out how they lose my paycheck.' We're going to change that at the bargaining table."*
>
> John McCormick

Scores of other proposals were presented in writing and from the auditorium floor. These proposals, along with the information we receive from the IBT national surveys, will guide the bargaining committee when negotiations begin.

And we have a new development that is equally important as the issues we will address: During these talks at least one rank-and-file UPS member from each building will sit at the table—a Local 705 first.

**TEAM CONCEPT:**
Pulling together or pulling apart?

## New Plan Yields $650,000 in Disability Benefits

New short-term disability benefits have already provided Local 705 UPS members with $650,000 in illness and injury benefits since the program began in March, 1994.

Full-time members receive $100 per week and part-timers can receive $50 per week for up to six months. This money is in addition to the $185 and $92.50 the company provides to full- and part-timers respectively. Be sure to notify the UPS Human Resources Department as soon as you know that your illness or injury will keep you off work for more than one week.

Long-term disability benefits also are available to full-timers whose absence lasts more than six months. Sick or injured members are eligible to receive 60 percent of their salary for up to five years.

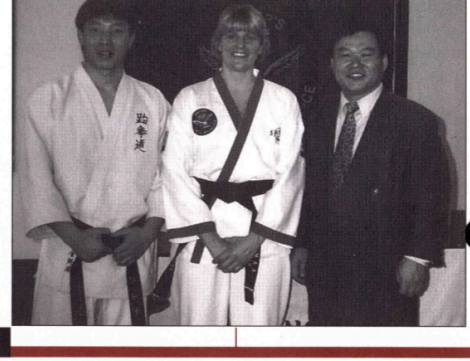
## Karate Kid Three

Actually, it's Tai Kwan Do, and one of this ancient Korean martial arts practitioners is our own UPS CACH Steward Lee Kelly.

Lee is a first degree black belt and will be moving up to the next level soon. She is also an instructor, and one of her students is Union Rep. Otis Cross' daughter, Renee.

"Practicing Tai Kwon Do gives me a good sense of self confidence and self respect," Lee says. "And the confidence and self awareness it's given me has made me a better steward -- more able to make decisions and fight for the members in a focused way."

Lee's interest in martial arts runs in the family: her 75-year-old father is a black belt in Hap Ki Do and her nephew also has a black belt in Tai Kwan Do. UPS management take note, don't make us have to use Lee to settle those deadlocked grievances.





## Election Table

### Preliminary Totals 1996 IBT Officers Election from the Election Officer

*(note: these numbers are final pending the resolution of any challenged ballots)*

**KEY:**
(C) = Carey Slate member
(H) = Hoffa Slate member
(SU) = Stand Up Slate member
Names in bold are the winners

**General President:**

| | | |
|---|---|---|
| **(C) Ron Carey** | 226,593 | 51.91% |
| (H) Jim Hoffa | 209,896 | 48.08% |

**Vice President, Central Region:**
(elect 5)

| | | |
|---|---|---|
| **(H) Dotty Malinsky** | 83,216 | 11.03% |
| **(H) Pat Flynn** | 82,502 | 10.94% |
| **(H) Phil Young** | 82,484 | 10.94% |
| **(H) Les Singer** | 81,426 | 10.80% |
| **(H) Walt Lytle** | 81,250 | 10.77% |
| (C) Lorelei Anderson | 66,900 | 8.87% |
| (C) Dennis Skelton | 66,182 | 8.77% |
| (C) Bill Urman | 66,017 | 8.75% |
| (C) Lon E. Fields, Sr. | 65,649 | 8.70% |
| (C) Frank J. Busalacchi | 65,229 | 8.65% |
| (SU) Charlie Walker | 4,853 | .64% |
| (SU) Leroy Ellis | 4,552 | .60% |
| (SU) Jim Tol | 3,705 | .49% |

## Dufus Claims

A couple of boys have been visiting some of the freight barns lately, telling the members that Junior Hoffa carried Local 705. Next thing you know they'll be telling us Bob Dole is going to be the next president. All we can say is: consider the source, and if you have any doubts about who got the most votes in Local 705, call the Election Office at (800) 565-VOTE.

## Anderson Leads the Pack

Because Hoffa was strongest in the Central Region, his slate mates were elected to the Executive Board from this region. We are pleased to note, though, that our own Lorelei Anderson led all other Carey candidates on the Central slate. Don't give up, Lorelei—you'll be there next time out!

## Weingarten Rights

The Supreme Court has ruled that an employee is entitled to have a Union representative present during any interview which may result in his or her discipline. **It is up to you, the employee, to insist on having your Union representative present.** If you fail to do so, you may waive your rights.

**Suggested Interrogration Rights Statement:**

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my Union steward, business agent or Union officer be present at this meeting. Without representation, I choose not to answer any questions."

**REMINDER!**

All members should call the Union office at (312) 738-2800 the first day you are off work to put yourself on the Sick List. **The Sick List cannot be backdated, so be sure to call the first day!** Also, remember to call and have yourself taken off of the list when you return to work.

SPECIAL REPORT

# Why Organize?

*"If we don't organize non-union workers to fight with us, management will organize them to fight against us."*

Secretary-Treasurer Gerald Zero

Why do unions organize? Because when unions stop organizing, they start losing power. It's that simple.

Dividing the work force -- pitting union workers against non-union workers to drive down everyone's wages -- has long been a favorite in management's bag of dirty tricks. But in recent years, bosses have been relying on that tactic more than ever simply because there are so many non-union workers to chose from. And it's no coincidence that during this same period, unions have been taking it on the chin -- at the bargaining table, in the courts, and in the work place.

*"I always talk to non-union drivers at the fill-up racks. When they hear about Teamster paychecks and grievance rights, they listen. Mobil Oil drivers rejoined the Teamsters because union truck drivers told how things have changed for the better in our local -- it made all the difference,"*

Bill Aronowitz from Norm Schilling Trucking.

Unions that fail to allocate money, human resources and creative ideas to the task of organizing are putting their members at serious risk. The International Brotherhood of Teamsters and Local 705 have no intention of falling into that trap. We know that organizing is the way to increase our strength. The more members a union has -- the fewer non-union workers that can be brought in to threaten union jobs -- the stronger that union is. That's why we've launched a creative, grass roots organizing campaign, and it's already beginning to show results. Below are some of the organizing victories and activities from around the Local and throughout the International Union:

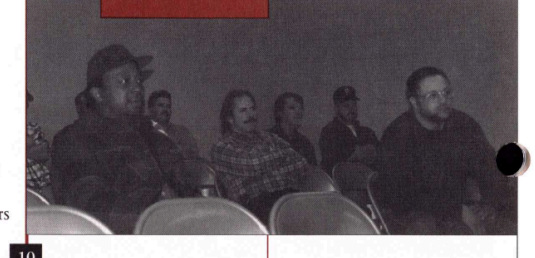
## Volunteer Organizing Committees —Key to Growth and Strength

Volunteer Organizing Committees, or VOCs, were the hot topic at Local 705's Stewards Training and Craft Conferences in November.

Session leaders and participants alike agreed that the greatest success comes when Teamster rank-and-filers talk to prospective members.

Organizer Paul DiGrazia said that rank-and-file Teamsters are an important part of any organizing success. "The members are the ones behind the wheel, working for that paycheck every week. When they show the pride they have in Local 705 -- when they tell how important a union can be -- non-union drivers listen. I think the VOCs are going to make Local 705 the top Teamster local in the country."

705 organizers DiGrazia and Frank Fosco, Local 705 Contract Administrator Jim Lyons, and IBT International staffer Joan Parker served as session leaders.



Newly organized Sunshine Drivers hash over strategies and proposals as they prepare to negotiate their first Teamsters contract.

## Sunshine Drivers See the Light

Drivers at Sunshine Trucking voted overwhelmingly this fall to join Teamsters Local 705.

Secretary-Treasurer Gerald Zero led a contingent of fifty 705 members who lined the roadway leading into the Sunshine barn. These members turned out to show their support for Sunshine drivers entering to cast their representation ballots. Organizers Paul DiGrazia and Frank Fosco said that show of support paved the way for a 21-to-4 vote in favor of Teamster affiliation.

"That turnout showed the drivers that the Local was behind them," Fosco said. "We knew we were going to win, but the margin of victory was a lot bigger because our guys were there."

New members at Sunshine held their first contract preparation meeting Nov. 3 and elected one of their own to sit on the bargaining committee. We'll keep you posted on their progress as it develops -- meantime, everyone welcome the Sunshine drivers when you see them on the street.



*"My most important job in organizing is making sure that non-union movers in my barn fill out their Black Books (our daily logs). We keep track of their hours, then get them into the bargaining unit. This makes it harder for management to divide us. Our barn has gone from nine members to 21 in 16 months,"*

Jim Shanahan of Hallett Movers.

## Overnight Success!

The Teamster march through Overnight Express continued in October when Overnight employees in Memphis -- the company's second largest work site in the country -- and in Marietta, Ga. voted to Go Teamster!

The Teamsters have now organized Overnight employees in 23 work sites, representing more than 3,500 workers since the drive began.

## Internal Organizing Pays Off in Moving Industry

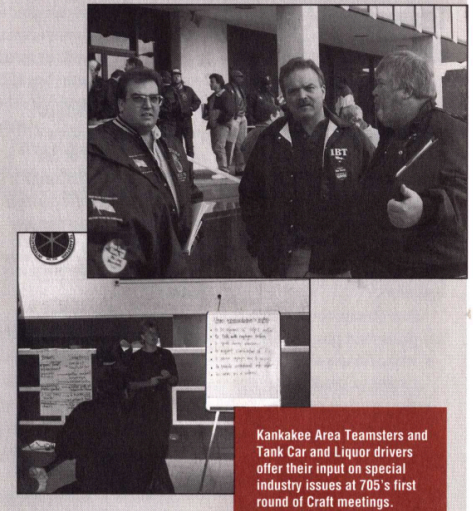
The Little Black Book continues to work its magic in the moving industry, as 705 members reverse the red-circling trend set forth by old guard leaders from the previous regime.

In previous administrations, union officials frittered away bargaining unit strength, losing thousands of members. But since the members elected a rank-and-file reform slate in 1995, Local 705 has put together a program that is increasing bargaining unit size and strength at nearly every moving industry work site in its jurisdiction.

Stewards and members help employees document their work hours in the Black Book, then back that up with pay stubs when necessary. The Local then pulls them into the bargaining unit when they've worked enough hours to qualify for union membership. More union members and less whipsawing by employers mean more job protection. The table below lists a few of the companies at which organizing is already paying off.

| Company | 1995 membership | Current membership |
|---|---|---|
| Anderson Brothers | 13 | 21 (+33%) |
| Beltman North American | 19 | 25 (+20%) |
| Boyer-Rosene-Bekins | 15 | 18 (+17%) |
| Noffs North American | 28 | 36 (+23%) |
| Hallett-Mayflower | 9 | 19 (+101%) |
| Joyce-Allied | 15 | 35 (+130%) |
| Pickens-Kane | 27 | 34 (+21%) |

## Craft Meetings Up and Running



Kankakee Area Teamsters and Tank Car and Liquor drivers offer their input on special industry issues at 705's first round of Craft meetings.

Local 705 kicked off its Craft Meeting Program with sessions for Kankakee Area Teamsters Nov. 9 and Tank Car and Liquor drivers Nov. 24. Discussions centered on:

- the need to organize non-union segments of their industries;
- using the grievance procedure to protect member rights and to stop subcontracting;
- and how to involve members directly in the Union's decision making process.

"I'm glad to see that these meetings are going to be a regular part of the Union's plans," said Kankakee County Government Teamster Randy Higgins. "It gives us a chance to discuss our problems in more detail than in the general membership meetings. We never had this kind of communication in the old regime."

Secretary-Treasurer Gerald Zero was pleased with member response to the first meetings. "The members made it clear that they like being included in the Union's affairs in a more direct way. I've always believed that the Union is more than just the officers and stewards. The member participation I saw at these meetings will make Local 705 a stronger, better union."

# Legislative Update

## Teamsters, Labor Beat Back Republican Raids

Local 705 Secretary-Treasurer Gerald Zero and President John McCormick were among scores of labor leaders who swarmed the State Capitol to beat back last minute attacks on union rights by outgoing Republican legislators.

Chief among the Republican plans were proposals to:

- make Illinois a so-called "Right to Work" state;
- strip workers of their Workers Compensation rights; and
- destroy union members' ability to exercise their rights in the political process.

"We couldn't believe how cynical and what sore losers the Republican leaders had become," Secretary-Treasurer Zero said. "Teamsters and other union members volunteered many hours to send a message to the politicians in last November's election. They played fair and used their rights as Americans to make their point. But right after the New Year, we found out that Lee Daniels (Republican Speaker of the House) and 'Pate' Phillips (Republican President of the Senate) were planning this last-second raid on our rights."

Labor's newfound strength was the key factor in beating back the late-night attacks.

"Daniels and Phillips pulled out all the stops to reverse the results of last year's election," McCormick said. "But there were enough politicians in swing districts that just wouldn't risk angering union members any further."

"Labor's new direct-involvement approach was the big difference," Secretary-Treasurer Zero added. "We didn't just contribute money to pro-worker candidates; we gave our time. We called our members and we worked in the precincts. Both our friends and our opponents noticed, and they decided this was the wrong time to pick a fight with us."

Long-time Springfield observers were stunned by the backlash attempts. The State House and State Senate have changed party control many times in the past thirty years, but observers have never before seen either party try to strip their opponents of their basic rights in the last-minute veto session of the legislative term.

"This battle is a great example of why union members have to stay politically active -- it's proves we can turn things around."

## Teamsters Squash UPS Sneak Attack on Drivers' Lawsuit

Intense lobbying by Local 705 Secretary-Treasurer Gerald Zero, President John McCormick and Union Rep. Steve Pocztowski halted a midnight sneak attack aimed at undercutting a UPS drivers' class action lawsuit against the company. The suit, if successful, could mean millions of dollars in back overtime pay for UPS package drivers.

*"There's never a guarantee that you'll win a lawsuit of this size, but this is a legitimate case that should be allowed to be decided in the legal system."*

In the last moments of the January veto session, UPS management tried to sneak through new legislation that would rob package drivers' of their right to overtime pay after 40 hours in a week. The proposed legislation was crafted to kill a lawsuit already filed against the company.

"UPS has no right to sneak into the legislature 10 minutes before midnight like a bunch of cat burglars, and try to manipulate the court case through crass political means," said McCormick, who was outraged at the company's back-door tactics. "There's never a guarantee that you'll win a lawsuit of this size, but this is a legitimate case that should be allowed to be decided in the legal system."

Three years ago 16 UPS package drivers filed the class action suit after the company refused to pay overtime to the drivers who had worked through their lunch hours. Management claimed the drivers were working longer hours because they were inefficient or just "goofing off."

Teamster drivers, of course, knew otherwise. They knew the longer hours were the result of attempted work speed-ups and poor scheduling by management.

Knowing the drivers had a strong case, UPS management in 1994 had legislation passed that placed package drivers under the rules for over-the-road drivers (which denies overtime after 40 hours because road drivers are paid by the mile). This new management-friendly legislation would also have banned class action participation to workers making overtime claims retroactive to 1976.

"This was a huge victory," McCormick said. "UPS drivers won a similar lawsuit in the state of Washington to the tune of $14 million."

705 Secretary-Treasurer Zero said that lobbyists and politicians were impressed with the Teamster victory. "Everyone down here thought that we didn't stand a chance against UPS money and Winston & Strawn's clout. [Winston &Strawn is a politically connected law firm that has former Governor James Thompson as its senior partner.] They must have forgotten that the Teamsters -- nationally and here in Local 705 -- are a new union. We take our responsibilities seriously, at the bargaining table and in the halls of political power."

Zero also said that he was disappointed that Local 710, which also represents UPS drivers throughout the state, failed to show up to help in this and other labor battles with the Republican leadership.

Zero offered special thanks to Sens. Jesus Garcia, Ricky Hendon, and William Shaw who were tireless in their efforts to shore up Democratic support. He also praised five Republican senators who broke ranks with the leadership on this issue. "Sen. O'Malley (R-18th) was a big help in explaining the real facts of this legislation to four of his Republican colleagues who joined the entire Democratic caucus in defeating this measure."

## Local 705 Awarded Nearly $300,000 in Financial Malpractice Suit

Teamsters Local 705 was awarded a $281,000 judgement by Circuit Court Judge Willard Lassers Jan. 9. The judgement came at the end of the trial in a malpractice suit.

Lassers ruled that the Ligurotis regime's accounting firm, Frank J. Baker Company, Ltd., was negligent when it failed to report massive shortfalls in payments to Local 705's Health & Welfare Fund. The judge ordered the accounting firm to reimburse the Local for interest payments it incurred in making the fund whole, and for the fees the accountants charged for the audits they had supposedly performed.

*"The plaintiff has clearly shown. . . that defendants Baker, Schumi and Hoffman were professionally negligent in the conduct of the audits and other accounting services."*

Judge Willard Lassers

Secretary-Treasurer Gerald Zero and President John McCormick (then Local Trustee and Assistant Trustee, respectively) filed the suit when they discovered the Ligurotis regime had failed to pay $1.2 million to the Health & Welfare Fund on behalf of Local 705 employees.

Frank J. Baker Company, Ltd. was responsible for making sure the payments were made properly. The same firm had been auditors for the Local for several years and were clearly aware of the proper way that the Fund should have been paid. When the firm was unable to explain how they "missed" four straight years of shortfalls after years of seeing the payments made, the Local sued them for malpractice.

*" This victory is proof that Teamsters locals were placed into trusteeships for serious and legitimate reasons – not for mere political purposes as some would claim."*

Gerald Zero

"We are very pleased with Judge Lassers' decision," Secretary-Treasurer Zero said. "This victory is proof that Teamsters locals were placed into trusteeships for serious and legitimate reasons -- not for mere political purposes as some would claim. The judge was given the facts, was shown the sad history of this local under the Ligurotis regime, and ruled accordingly. We thank him for his decision."

Although pleased with the settlement, Zero also expressed his anger over the need for such a suit in the first place. "We're sad and angry that Local 705 had to go through two years of litigation, with all the associated costs, to recoup funds that rightfully belonged to the members. We will continue fight hard to win back any money that was stolen or wasted in any way, but it's sad to see the many ways Local 705 is still paying the price for past corruption."

## Donations Bring Holiday Cheer to Friends in Need

For most people, the holiday season is a time of joy and satisfaction. But it's also the season to remember that not everyone has been as fortunate as you. That's why Local 705 Teamsters pitched in to help some special friends -- the locked-out Oil & Chemical Workers at UNO-VEN (OCAW Local 7-517) and the kids at the Cordi-Marion Settlement House in Chicago.

The UNO-VEN workers had been locked out for eight months, and things were getting tight. 705 members passed the hat among themselves and many 705 employers. They collected enough to present the locked-out workers with several pallets of food and more than $3,000. The contributions were delivered Dec. 19 -- and we're very pleased to note that the OCAW members settled the dispute a few days later. Everyone's contributions will be a big help until those paychecks start rolling in again.

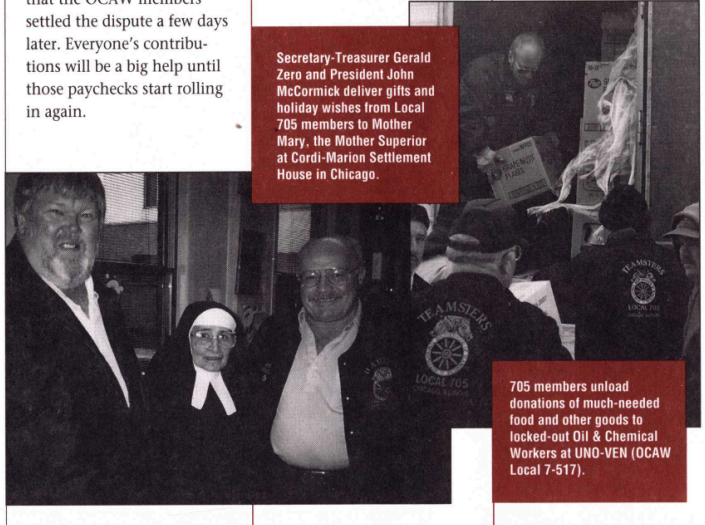
Teamster generosity also brightened the holidays at Cordi-Marion Settlement Home, which for decades has served the Taylor Street neighborhood, helping families in need, and providing day care and education to the children of working families.

When we asked Mother Mary (the Mother Superior) and her staff what they most needed from Santa this year, they suggested music, a way to show nice movies to the children, and maybe a portable phone for Mother Mary -- she's 85 now and it's a little tough getting up all the time to get to the phone.

Local 705 donated a TV, a VCR, two boom boxes for those Barney songs, and a new electric typewriter for the secretary. The Local also donated $2,000 to help out with other Cordi-Marion neighborhood programs, and was joined by Bear-Stearns to the tune of an additional $2,500.

Ed Marlin of Bear-Stearns (one of the investment counselors to the 705 Pension Fund) joined Secretary-Treasurer Gerald Zero, President John McCormick and Union Rep. Jesse Miranda in delivering the very special Christmas presents.

Local 705 also sends its thanks to Yellow Freight, K&R, M&S, UPS, CSX, PTL, ABF and all the other employers who helped out the union members at UNO-VEN.



Secretary-Treasurer Gerald Zero and President John McCormick deliver gifts and holiday wishes from Local 705 members to Mother Mary, the Mother Superior at Cordi-Marion Settlement House in Chicago.

705 members unload donations of much-needed food and other goods to locked-out Oil & Chemical Workers at UNO-VEN (OCAW Local 7-517).



## Wedding Bells Warming Up at Union Hall

Word has leaked out that Contract Administration Union Rep. Katina Skoufis (the master of all details) and Union Rep. Donald Barnett are two-stepping it to the alter this June. Negotiations are said to be pending on whether the couple will be known as Skoufis-Barnett or Barnett-Skoufis. Katina is the editor of the Shop Talk column, but was too shy to include this item (yes, we know, the words "shy" and "Katina" are seldom used in the same sentence). However, the newsletter elves picked up the story and ran with it. Congratulations folks -- you've added new meaning to the term solidarity.

## Tailgaters

New membership cards were mailed to all active Local 705 members in late November. (If you have not received your new gold ID card, please call the Union Dept. at 312-738-2800.) Remember to carry this card with you and to bring it to the membership meetings (which are held on the 3rd Sunday of each month). See you there!

# Shop Talk

Happy New Year! We hope everyone enjoyed the holiday season and we all look forward to the challenges of a New Year! Let's get the ball rolling with a little shop talk!

## Fond Farewells

A familiar face, and one that's very respected as well, Local 705 Union Rep. Mickey Bock is bidding the Local goodbye after 30 years of service.

Mickey started with the Teamsters as a driver at McLean Trucking Company way back on March 14, 1967. He has been on staff as a Local 705 Union Representative for the past 10 years. He also has served as a panel member on the Joint Area Grievance Boards for the past six years.

Mickey will retire May 1, 1997, and plans to spend a considerable amount of his free time on the golf course improving his game. On those rainy days, or when he can't get his tee time, he will have plenty of time to spend with Carol, his wife of 38 years, and his six children and seven grandchildren.

We wish Mickey a very happy and healthy retirement and good luck on the links!

## New Faces

Rich Saldana, former Local 705 Steward from E&L Trucking, has been appointed Local 705 Union Representative and will be representing the members who used to be under Mickey Bock's charge. Rich, who hails from the tanker industry, will still be involved in representing the Local 705 tank members.

Doris Mendez has joined the Local 705 Union Staff as an Administrative Assistant. She is currently working with Gloria in the Grievance Dept., familiarizing herself with the grievance process and procedures. She also will be working on the new computerized Grievance Tracking program, along with various other union functions.

Welcome aboard Rich and Doris!

## Local 705 Scholarship and Counseling Program – There's Still Time!

But only if you call Joan Somar right away. Joan can be reached at (312) 738-2800, ext. 219. High school seniors entering college this fall may be eligible for one of Local 705's five $3,000 scholarships if they meet class rank, ACT and union-administered test requirements.

Joan can also tell college students about our $1,000 Union Celebration Essay Contest and the range of college counseling benefits available to 705 dependents. So don't forget! If you are interested, call Joan at ext. 219. Happy homework!

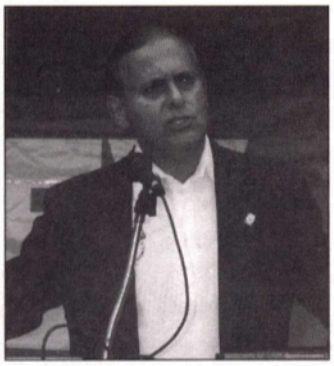
## Adding a Year

Happy (belated) birthday to
Tom Nightwine (11/8),
Jim Lyons (11/13),
Mike Marasovich (11/24),
Wally Valters (1/19)
Not just another year older...
but another year better!

## Carey Re-elected

*continued from page 1*

said their work sent the message "to every greedy employer who is trying to cut good, full-time jobs and benefits: We are not going to let you destroy the American dream!"



Carey concluded his remarks with a call for unity and common purpose. "It's time to put the election behind us and unite to keep building a strong, honest union. I want to say to every Teamster member and local union official who is ready to support reform — no matter how they marked their ballots: You are an important part of the Teamster team, and I welcome your suggestions, your cooperation, and your hard work to build this union in the years to come."

Outside observers predicted that this election, the most hotly contested and broadly publicized of any union election in recent memory, would set the course for the union movement for years to come. Support from the Teamsters Union already helped clear the path for many of the new AFL-CIO leadership's accomplishments, including setting an aggressive, pro-worker agenda in last year's presidential and congressional elections. Carey's re-election is expected to help keep that agenda on course.

## Want the Latest? Call 1-800-551-5705

The Weekly Update telephone line is being widely used. Information is updated each Friday afternoon in order to provide you with current information regarding Local 705, the International and Labor in general. Give your union representative constructive suggestions on how the service may be improved.

**Executive Board**

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*Secretary-Treasurer*

JOHN B. McCORMICK
*President*

ED BENESCH
*Vice-President*

BENNIE JACKSON
*Recording Secretary*

GREG GALLES
*Trustee*

STEVEN MATTER
*Trustee*

MIKE THORNTON
*Trustee*

**Elected Representatives**

Lorelei Anderson
Sergio Oceguera
Robert Persak
Steve Pocztowski

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